

19/5/17

INTERNSHIP REPORT ON
“A STUDY ON LEAVE AND PAYROLL MANAGEMENT AT GLOBAL
PRINTING AND PACKAGING CO, PVT LTD., BANGALORE”

BY

MALINI M.G

4AL15MBA46

Submitted to

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAUM

In partial fulfillment of the requirements for the award of the degree of

MASTER OF BUSINESS ADMINISTRATION



Under the guidance of

INTERNAL GUIDE

Prof. Ravi kulkarni

Associate Professor

Department of MBA

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EXTERNAL GUIDE

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HR manager

GPPCPL

Bangalore



Department of Business Administration

Alva's Institute of Engineering and Technology

Shobhavana Campus, Mijar, Moodbidri

2015-2017

Global Printing & Packaging Co. Pvt. Ltd.



Date: 1st Mar. 2017

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Ms. Malini.M.G, USN 41Y15MBA46, Final year MBA student of Alva's college, myar, Moodabidri -574227 has completed her project work on "A study on leave and payroll management" in our organisation M/s. "Global Printing and Packaging Co. pvt ltd " A-83, Industrial Estate, Rajajinagar, Bangalore-560044 for a period of 2 months from 2nd January 2017 to 28th February 2017.

During this period she has done the work sincerely and her conduct was good.

We wish her success in her future endeavour.

Best Regards,



Director

[Amarnath B K]

Place: Bangalore

Date: 01-03-2017





ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

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Certificate

This is certified that **Ms. MALINI M G** bearing **USN 4LV15MBA46** is a bonafide student of Master of Business Administration course of the Institute (2015-17), affiliated to Visvesvaraya Technological University, Belgaum.

The internship report on **A Study on leave and payroll management on global printing and packaging Co. Pvt Ltd. Rajajinagar Bangalore** is prepared by her under the guidance of **Dr. Ravi Kulkarni, Department of MBA** in partial fulfillment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belgaum, Karnataka.

Dr. Ravi Kulkarni
Project Guide

Prof. P. Ramakrishna Chadaga
Dean - MBA

Dr. Peter Fernandes
Principal

DECLARATION

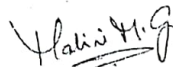
I, **MALINI M G.**, hereby declare that the Internship report entitled "**LEAVE AND PAYROLL MANAGEMENT IN GLOBAL PRINTING AND PACKAGING CO, PVT LTD.**" with reference to "**Rajajinagar Bangalore**" prepared by me under the guidance of **Prof.Dr. Ravi Kulkarni**, faculty of MBA Department, Alva's Institute of Engineering and Technology and external assistance by **Mr. Avinash HR manager of gobal printing and packaging co, pvt ltd.**

I also declare that this Internship work is towards the partial fulfilment of the university regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belgaum.

I have undergone a summer project for a period of Ten weeks. I further declare that this project is based on the original study undertaken by me and has not been submitted for the award of any degree/diploma from any other University/Institution.

Place: Mijar

Date:



Signature of the student

ACKNOWLEDGEMENT

I, **Malini**, II year MBA student of **Alva's Institute of Engineering and Technology, Mijar, Moodbidri**, wish to express my gratitude to all concerned people who have helped me, to successfully complete this report.

I'm very thankful to **Visvesvaraya Technological University** for giving opportunity to undertake this project study as a part of the fulfillment of Master of Business Administration.

I'm extremely thankful to **Mst. avinash Sub-divisional engineer HR at GPPCPL, Bangalore**, for guiding me and for extending full support at all stages of this project.

I express my heartfelt gratitude to my guide **Dr. Ravi kulkarni, associate professor, Department of Business Administration**, for his valuable advice and guidance rendered to me complete this project successfully.

I'm deeply thankful to **Prof. Ramakrishna chadaga, Dean, Department of Business Administration** for his constant involvement and support during the project.

It gives immense pleasure to be thankful to **Dr. Peter Fernandes, Principal, Alva's Institute of Engineering and Technology**, for giving an opportunity to complete the project work.

I am also thankful to the faculty members, teaching and non-teaching staff of the Department of MBA, **Alva's Institute of Engineering and Technology, Mijar, Moodbidri**, for their co- operation extended during my project work.

MALINI.M.G
(4AL15MBA46)

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EXECUTIVE SUMMARY

The project entitled "A study on leave and payroll management in global printing and packaging company Pvt .Ltd." Rajajinagar industrial estate Bangalore is submitted in fractional satisfaction of the prerequisite of the respect of Master of Business Administration.

This project contains industry, company profile, SWOT analysis, objectives of the study, research methodology, analysis and interpretation, findings, suggestions and conclusion of the study.

This report includes the information about how leave pay policy is motivating an employee and accomplish the goal of the company. This study reports the results of the employee's response to the various pay policy in the organization. The outcomes are presented in the report. It shows the various factors which affect the employees at their workplace leading to leave and pay policy stature and their effects on the performance of the employees.

The data used in the report are collected with the help of questionnaires which were distributed among the employees at global printing and packaging company Pvt, Ltd. Data from 150 respondents were collected. The employees were also personally interviewed to obtain effective information. The data for the report were also collected from various secondary sources as well.